



# Lincolnshire Police Equality Scheme 2010 – 2013

Incorporating the race, disability and gender  
equality schemes

## **Additional Languages and Formats**

For copies of a summary of this equality scheme in other languages, large print or audio format, please contact Melanie Cowell on 01522 558050 Mobile/Text 07917651561 or email [Melanie.cowell@lincs.pnn.police.uk](mailto:Melanie.cowell@lincs.pnn.police.uk)

### **Polish**

Kopie streszczenia tego systemu równości w innych językach, dużym drukiem lub w formacie audio, prosimy o kontakt z Melanie Cowell na 01522 558050 Mobile / Tekst 07917651561 lub email [Melanie.cowell @ lincs.pnn.police.uk](mailto:Melanie.cowell@lincs.pnn.police.uk)

### **Latvian**

Kopijām kopsavilkums šīs līdztvērtības sistēmas citās valodās, palielinātā rakstā vai audio formātā, lūdzu, sazinieties ar Melanie Cowell par 01522 558050 Mobile / Text 07917651561 vai e-pastu [Melanie.cowell @ lincs.pnn.police.uk](mailto:Melanie.cowell@lincs.pnn.police.uk)

### **Portuguese**

Para obter cópias de um resumo do presente regime de igualdades em outros idiomas, letras grandes ou em formato áudio, entre em contato com Melanie Cowell on 01522 558050 Mobile / Text 07917651561 ou e-mail [Melanie.cowell @ lincs.pnn.police.uk](mailto:Melanie.cowell@lincs.pnn.police.uk)

### **Lithuanian**

Dėl kopijų šios lygybės schema į kitas kalbas, dideliu šriftu ir garso formatu, santrauka, kreipkitės Melanie Cowell apie 01522 558050 Mobilus / Tekstas 07917651561 arba elektroniniu paštu [Melanie.cowell @ lincs.pnn.police.uk](mailto:Melanie.cowell@lincs.pnn.police.uk)

### **Russian**

Чтобы получить копию резюме этой схеме Равенство в других Языки, крупным шрифтом или аудио-формате, пожалуйста, свяжитесь с Мелани Кауэлла на 01522 558050 Мобильный / Текст 07917651561 или по электронной почте [Melanie.cowell @ lincs.pnn.police.uk](mailto:Melanie.cowell@lincs.pnn.police.uk)

### **Slovak**

Za kópie súhrne údajov o rovnosti tohto systému v iných jazykoch, veľký tlač alebo audio formáte, kontaktujte prosím Melanie Cowell na 01522 558050 Mobil / Text 07917651561 alebo email [Melanie.cowell @ lincs.pnn.police.uk](mailto:Melanie.cowell@lincs.pnn.police.uk)

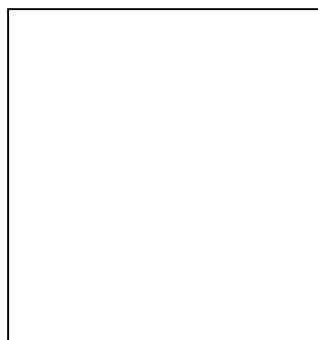
## Lincolnshire Police Equality Scheme 2009 – 2012

<b>Additional Languages and Formats</b> .....	<b>2</b>
<b>Foreword – Chief Constable</b> .....	<b>5</b>
<b>1.0 Executive Summary</b> .....	<b>6</b>
<b>2. 0 Introduction/Background</b> .....	<b>8</b>
<b>3. 0 Aims and Objectives</b> .....	<b>10</b>
<b>4. 0 Equality Legislation and Duties</b> .....	<b>13</b>
4.1 Race .....	13
4.2 Age .....	14
4.3 Sexual Orientation .....	14
4.4 Religion and Belief .....	14
4.5 Disability .....	17
4.6 Gender .....	17
4.7 Transgender .....	18
4.8 The Equality Bill .....	20
<b>5. 0 National Impacts</b> .....	<b>22</b>
5.1. Association of Chief Police Officers’ Equality, Diversity and Human Rights Strategy .....	22
5.2. The Equality Standard for the Police Service - NPIA .....	24
<b>6.0 Local Impacts</b> .....	<b>26</b>
6.1. Single Equality Council for Lincolnshire (SEC) .....	26
6.2. Partners .....	26
<b>7.0 The Lincolnshire Picture</b> .....	<b>27</b>
<b>8.0 Diversity Leadership</b> .....	<b>29</b>
8.1. Strategic Diversity Group Terms of Reference .....	29
<b>9.0 Policies and Procedures</b> .....	<b>30</b>
9.1. Policies and Procedures – relevance screening .....	30
9.2 Assessing the likely impact .....	30
9.3 Monitoring .....	31
<b>10. 0 Consultation</b> .....	<b>32</b>
10.1. Policies .....	32
10.3. Independent Advisory Groups .....	33
10.2. The Scheme .....	323
<b>11.0 Policies and Standards</b> .....	<b>34</b>
11.1 PRIDE .....	34
11.2 Hate Crime .....	35
11.3 Professional Standards .....	36
11.4 Complaints .....	36
<b>12. 0 Training</b> .....	<b>37</b>
12.1. Policy Impact Assessments .....	37
12.2. Induction and PRDLDP .....	37

<b>13.0 Communications, Marketing and Engagement .....</b>	<b>38</b>
<b>14.0 Procurement .....</b>	<b>39</b>
<b>15.0 Equality in Recruitment .....</b>	<b>40</b>

## Draft for the Equality Scheme

### Foreword – Chief Constable



Making sure that we meet the needs of all of our communities and of the people who work and visit Lincolnshire is vital to achieving Lincolnshire Police's main aim, to build the trust and confidence of local people in their Police Service.

We currently have three Equality schemes that set out what Equality issues for race, gender and disability mean to Lincolnshire Police.

They describe what we will do, to make sure that we are able to take people's needs into account, and to meet the statutory duties that are placed on us.

This combined Equality scheme describes what we will do to build the trust and confidence of all of our communities by meeting the needs of different people. It will also make sure that everyone can get involved in shaping their Police Service and telling us what is important to them.

The scheme aims to:

- Build a Force that represents and meets the needs of the communities of Lincolnshire
- Make sure that our officers and staff are trained to take account of the differing needs of local people
- Allow local people to tell us what they think of our service and help us to address the issues that are important to them
- Meet our statutory duties by building trust and confidence between people of different backgrounds, gender, age, belief, sexuality, race and disabilities
- Encourage everyone to get involved in developing a service that meets their needs
- Promote the advantages that everyone working together can bring

This scheme includes an action plan that will help us to meet the new Equality Standard for Police and the Equality, Diversity and Human Rights Strategy for the Police Service by 2012.

Together with the Lincolnshire Police Authority, we will make sure that these actions are delivered and that all of our communities have trust and confidence that Lincolnshire Police will meet their needs.

**Richard Crompton**  
Chief Constable

## 1.0 Executive Summary

Lincolnshire Police is building a police service that is at the heart of local communities, and which puts the needs of the people who live, work and visit the County first. This will help us to improve the trust and confidence that people have in their Police Service.

We will be concentrating on:

- Producing Safer neighbourhoods,
- Protecting the Public, and
- Improving our Services.

The Lincolnshire Police Equality Scheme aims to promote equality of opportunity across all strands of diversity, both as an employer, and as a provider of services to local people, so that all of our communities have trust and confidence in the Force.

This overall scheme has been developed so that we treat people according to their needs, whatever their needs.

National Commissions for equality have amalgamated to form the Equality and Human Rights Commission, and new Equality duties for the Service mean that an amalgamated Equality scheme ensures that all aspects of diversity are included.

The aim of the scheme is to stress Lincolnshire Police's commitment to all areas of diversity, to take a holistic view of the issues involved, and to make sure that all diversity strands are considered equally.

As a public authority, Lincolnshire Police have general duties under the variety of Equality legislation passed between 2000 and 2006. This scheme explains how we develop our policies and procedures, training, and aims and objectives to meet the needs of local people whatever their race, age, gender including transgender, disability, sexual orientation, religion or belief, social, or economic background.

This scheme will explain how we will use complaints, consultation, engagement opportunities and working with local people to make sure that we are in the best position to build the trust and confidence of all of our communities in their police force.

The scheme will explain how we will make sure that our workforce reflects the communities that we serve and how we will monitor that we are achieving this.

Our staff and leadership charters promoting the theme of PRIDE, describe the sort of organisation we want the Force to be. This is Policing with **Professionalism, Respect, Integrity, Dedication and Empathy**.

We will make sure that our performance management reflects and measures areas outlined in this scheme so that we can see our achievements and improve performance in equality and diversity issues.

Where the different aspects of Equality legislation require different standards and duties, we will explain how we intend to achieve this.

The Equality Bill – "Making Equality a Reality," issued in April 2009, will introduce new duties, and these will be included in the scheme.

Finally, in 2009, the Equality, Diversity and Human Rights Strategy for the Police Force, and the Equality Standard for the Police Service are both being developed. This scheme is being written with these in mind and will be reviewed and revised in 2010.

The Force will monitor the Equality Scheme action plan through the Strategic Diversity Group and will publish an annual report to review the progress and achievements in the previous year.

## 2. 0 Introduction/Background

We have public duties covering disability, gender, and race, requiring us to:

- Promote equality of opportunity
- Eliminate harassment and unlawful discrimination
- Promote positive attitudes towards disabled people
- Promote good relations between people of different racial groups
- Encourage participation of disabled people in public life
- Take positive steps to take account of disabled people's needs, even where that involves treating disabled people more favourably.

2009 marks the 10<sup>th</sup> anniversary of the publication of the Stephen Lawrence Inquiry report and it is recognised that the Police Service has made far reaching changes since then.

The main areas of improvement have been in recording, monitoring and responding to hate crime; that is those that are committed because of a person's race, disability, age, sexual orientation, or gender.

Lessons have also been learnt in how we consult with and learn from our local communities, and we now have a Force that is more representative of the communities it serves.

Equality schemes have been a requirement of public authorities, including police services, since the Race Relations (Amendment) Act 2000.

The Lincolnshire Police Race Equality Scheme described how we would tackle race discrimination and promote good race relations and equality of opportunity for people in Lincolnshire.

This scheme, and the Disability and Gender Equality Schemes that followed included action plans that identified areas of work and responsibility under:

- Procurement and partnership working
- Assessing and monitoring the impact of policies
- Public access to information and services
- Training
- Employment
- Complaints

The Disability Discrimination Act 2005 introduced a duty on all public authorities to promote disability equality.

The Equality Act 2006 required the Force to produce a similar scheme, covering issues relating to gender.

In April 2009, a new Equality Bill was introduced, stating, "fairness and equality are the hallmarks of a modern and confident society."

In 2009, the Association of Chief Police Officers (ACPO) developed a draft Equality, Diversity and Human Rights Strategy for adoption by the Home Office, the Association of Police Authorities and ACPO.

This draft Equality scheme acknowledges that policing has changed a great deal over recent years to meet changes in society, people's expectations, and the needs of new and developing communities.

New legislation has given the Police new powers to protect and promote the rights and freedoms of our society.

In July 2008, the policing green paper, now the Policing and Crime Bill, emphasised local responsibility and accountability, reducing bureaucracy and giving greater freedom and flexibility for the Police Service.

It set out the shared vision of "*a police service that has the trust and confidence of all communities, and a service that reflects the communities it serves.*"<sup>1</sup>

The National Police Improvement Agency (NPIA) has developed an Equality Standard for Police, as described in the 2008 policing green paper. This will be a continuous improvement tool and will help the Police Authority to agree targets and scrutinise performance. The standard will also be used by Her Majesty's Inspectorate of Constabulary (HMIC) for inspection purposes.

This equality scheme is designed to meet all of the general and specific duties under individual pieces of legislation, best practice, and the developing standard for policing.

An excellent police service can only build the trust and confidence of its communities if there is knowledge and understanding of the issues and the differences that people experience because of their diverse needs.

---

<sup>1</sup> Policing Green Paper 2008

### 3.0 Aims and Objectives

This equality scheme provides the framework for meeting all of the statutory duties under the separate pieces of Equality legislation, including both specific and general duties.

The scheme allows Lincolnshire Police to include within one document the areas that are common to gender, race, and disability equality legislation and to extend these to other diversity strands, whilst making sure that the best practices are continued throughout all strands.

The scheme will also ensure that specific duties that are individual to one area of legislation are included and taken forward.

It will allow us to look at our processes for monitoring, review and consultation on policies and procedures and their affect and impact on people with different needs.

The Lincolnshire Police standards of behaviour and values are reflected in our Staff Charter. This forms the basis of how we work and the culture that is important to build the trust and confidence of the people that we serve.

We believe that the right way to increase the trust and confidence in Lincolnshire Police is to concentrate on three priority areas which are the cornerstone of Lincolnshire Police's **Policing Plan**:

- **Safer Neighbourhoods** – working closely with communities, listening to people and working alongside them and our partners to help solve the problems that concern them.

This means making sure that everyone is able and encouraged to contribute, whatever their needs, and that we promote good relations between different groups.

- **Protecting the Public** – ensuring that people, particularly the most vulnerable, are able to live their lives, free from fear and are protected against those who would prey upon them.

This means being aware of the people who are more likely to be vulnerable and making sure that the service fits their needs.

- **Improving our Services** – improving the quality of everything that we do, concentrating particularly on those things that matter to local people.

This means making sure that we learn from experience and share best practice

#### 3.1 The Policing Plan

The policing plan sets out how we will continue to increase the trust and confidence that the people of Lincolnshire have in their police service. Within the framework of the above priorities we intend to concentrate on:

**Operations:** Continuing the emphasis upon cracking down on the crimes that concern you the most, whilst developing our partnerships and raising our standards.

**Communications:** Transforming our internal and external communications, so that we are better at listening to what you want from us and also telling you what we have done and why.

**Resource and Demand Management:** Making sure that our working practices and structures are effective, flexible, and designed to improve the service that we provide.

**People:** Investing in staff development, management and leadership skills in order to make the most of the contribution made by our staff.

**Value for Money:** Making sure that every penny we have is spent wisely and that we get the maximum benefit from working with other police forces and partner organisations.

This Equality scheme will make sure that the key aims of the plan are delivered through the scheme and its associated action plan.

# Staff Charter

LINCOLNSHIRE POLICE

serving with PRIDE



## PRIDE

- P**rofessionalism consistently demonstrating the highest standards of occupational practice & behaviour
- R**espect showing consideration & courtesy to our community colleagues & respect for our force
- I**ntegrity showing honesty, openness and fairness in the way we behave
- D**edication being caring & committed to delivering excellent services
- E**mpathy being able to see things from another's point of view and show understanding



## Our Behaviour

- Learning from experience
- Consistently treating colleagues with honesty & respect
- Always adopting a team approach & supporting others
- Improving communication & collaboration

The behaviour and values set out in the Staff Charter form the basis of how we work in Lincolnshire Police. They enable us to deliver our services with PRIDE and that passion to work for the Force.



LINCOLNSHIRE POLICE

serving with PRIDE

## 4.0 Equality Legislation and Duties

There are some similarities between the general and specific duties relating to race, gender and disability equality legislation.

It is important that each duty is included within the scheme, and that the differences are clearly identified.

### 4.1 Race

The Race Relations (Amendment) Act 2000 was brought about as a result of the 1999 MacPherson report into the murder of Stephen Lawrence. The report made specific reference to police forces and imposed specific duties on all public authorities to have a “due regard” in everything that we do to:

- Eliminate discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups.

The Act prohibited all public authorities from discriminating against someone on the grounds of race and made the Chief Constable liable for any acts of discrimination carried out by members of staff.

The legislation required that we publish a Race Equality Scheme and:

- Monitor the effects of our human resources policies according to racial group
- Publish the results of our Equality assessments, consultation and monitoring
- Ensure public access to information and services
- Ensure that staff are trained in the Race Relations Act duties

The specific duties in the Act included the publication of an Equality scheme that set out how we intended to meet the duties.

The Lincolnshire Police Race Equality Scheme was published in 2001 and revised in 2005, along with a revised action plan.

This included identifying the policies and procedures that had been adopted by the Force that were relevant to the general duty, and then assessing and monitoring the impact of those policies and procedures on the achievement of the specific duty.

These assessments are published and are accessible to the public.

There is also a specific duty to carry out ethnic monitoring of staff in post, applicants for employment, training and promotion. Monitoring also extends to the effects of HR procedures such as grievance, discipline, and the performance development review system.

Specifically under race, our responsibilities are to:

- Ensure that the action plan delivers all of the general and specific duties
- Continue to consult with other forces, staff and community members to identify issues of concern, and barriers to accessing information and services as well as best practice

- Develop methods of gathering and analysing information to inform the scheme and the action plan
- Ensure that the impact of policies and procedures is assessed and published and that the information is used to develop the service and change and adapt policy

Ongoing actions from the Race Equality Scheme have been included in the action plan for this combined Equality scheme.

#### **4.6 Age**

The Employment Equality (Age) Regulations 2006 apply to all aspects of employment and it is unlawful to discriminate against workers, employers, job seekers and training because of age.

There are no duties that apply specifically to the Force in association with these regulations.

Force systems to collect and analyse statistical information relate to all aspects of recruitment, retention and progression, including age.

Internal policies will be assessed to make sure that people are not discriminated against or disadvantaged because of their age.

Lincolnshire Police and Partners work with all age groups across Lincolnshire to address issues which affect young people and older people

For example Lincolnshire Police and Partners chair the Doorstep Crime Partnership. This is a multi agency panel and is responsible for reducing the numbers of people targeted in their homes by rogue traders, bogus callers, and distraction burglars (commonly known as doorstep crimes).

The group aims to provide appropriate care and support to victims, respond to emerging priorities on community safety and vulnerable adults, and share best practice across the East Midlands region.

#### **4.2 Sexual Orientation**

The Employment Equality (Sexual Orientation) Regulations 2003 made it unlawful to discriminate against anyone because of their sexual orientation, or to subject a person to harassment or victimisation because of this.

Linked with the Equality Act 2006, it is also unlawful for a public authority to refuse to provide goods or services, or to provide inferior goods or services, because of a person's sexual orientation.

The Equality (Sexual Orientation) Regulation 2007 reinforces this.

#### **4.3 Religion and Belief**

The Employment Equality (Religion and Belief) Regulations 2003 came into force in December 2003 and apply to all aspects of employment and vocational training.

The regulations made it unlawful to discriminate against a person because of their belief or religion, or to subject someone to harassment or victimisation.

The Equality Act 2006 extended this to the provision of goods, facilities and services by public authorities, including the Police Service.

This scheme will ensure that our policies are assessed to make sure that they do not result in discrimination on the grounds of belief or religion.

Currently there are no specific legal requirements to promote equality in relation to age, religion, and sexual orientation. However we are committed to eliminating discrimination across all equality strands and we have committed ourselves to:

- Promoting equality of opportunity on the grounds of age, religion and sexual orientation;
- Eliminating unlawful discrimination on the grounds of age, religion and sexual orientation; and,
- Promoting positive images and attitudes towards people in relation to their age, religion and sexual orientation.

We have developed some specific equality objectives in regards to age, religion or belief, and sexual orientation which are set out below.

Our specific equality objectives in regard to age are to:

- Promote equality through impact assessing all our policies, functions and procedures so that we identify any negative impacts;
- Challenge any discrimination, harassment or bullying of our staff or individuals in the community based on the grounds of their age;
- Ensure all our recruitment and employment policies comply with age discrimination legislation;
- Ensure that children and young people are specifically consulted on their needs so that we can better design our interactions and interventions with young people.
- Improve communication and consultation with groups which support or provide advice to young and older people so they are engaged and participate in developing Lincolnshire policies and services;

Our specific equality objectives in regard to religion or belief are to:

- Promote community cohesion and improve understanding between different faith groups;
- Promote equality through impact assessing all our policies, functions and procedures so that we identify any negative impacts;
- Challenge any discrimination, harassment or bullying of our staff or individuals in the community on the grounds of their perceived or actual religion or belief;
- Improve communication and consultation with faith groups so they are engaged and participate in developing Lincolnshire Police policies and services;
- Our approach to monitoring religion or belief is clarified and consistently implemented;
- Assist and support our employees in encouraging individuals and employees and third parties to report religious hate incidents.

Our specific equality objectives in regard to sexual orientation are to:

- Promote equality for lesbian, gay, and bisexual people;
- Eliminate discrimination and implement the recruitment and employment policies of Lincolnshire police consistently;

- Promote equality through impact assessing all our policies, functions and procedures so that we identify any negative impacts;
- Assist and support our employees in encouraging individuals and third party representatives to report hate incidents on the grounds of a persons actual or perceived sexual orientation;
- Improve how we consult and communicate with lesbian, gay, and bisexual staff, individuals and representative groups; and,
- Clarify our approach to monitoring sexual orientation and make sure it is consistently implemented.

#### **4.4 Disability**

The Disability Discrimination Act 2005 strengthened previous legislation and placed a duty on public authorities to have “due regard” to:

- Promote equality of opportunity between disabled people and those without disabilities
- Eliminate disability discrimination
- Eliminate harassment of people that is related to their disability
- Promote positive attitudes towards disabled people
- Encourage disabled people to participate in public life
- Take account of people’s disabilities, even where this involves treating them more favourably

It prohibits discrimination on disability grounds and again makes the Chief Constable vicariously liable for any acts of discrimination by staff, unless all reasonable steps have been taken to prevent this.

This duty required Lincolnshire Police to adopt a proactive approach to mainstream disability equality into all decisions and actions, and to make a contribution to the promotion of positive attitudes towards disabled people.

The specific duties included the publication of a Disability Equality Scheme that involved disabled people in its development and which sets out how we will meet our statutory duties. This scheme has been developed to set out intentions and is supported by an action plan which incorporate actions to achieve our disability equality objectives which are to :

- Raise awareness of Disability Hate Crime with officers, staff and in the wider community
- Promote disability equality through impact assessing all our policies, functions, and procedures so that we identify any negative impacts which need addressing, or evidence the need for positive action;
- Use positive action to recruit more disabled employees so that we have a more diverse workforce and confirm our equal opportunities employer commitment;
- Promote our buildings as accessible areas to disabled people and identify any future work that is required;
- Act on any incidents reported where a customer or employee has been discriminated, harassed or bullied because they have a disability;

- Ensure that information produced by the Council can be requested in alternative formats;
- Develop our consultation and communication strategies so that our customers, employees, members, partners, stakeholders, and contractors are consulted and engaged in decision making at both a local and strategic level on disability issues; and
- Work with our partners and contractors to promote disability equality;

In accordance with the specific duty, we published a Disability Equality Scheme and associated action plan in December 2006 and have published an annual report showing our progress in achieving the action plan.

The action plan detailed the steps that we would take to achieve the duties and how we would gather and use information to help us to achieve them.

The scheme included details of how we would carry out impact assessments on our policies and procedures and an action plan to fulfil the general duties. This included monitoring the effects on disabled people through recruitment, training, retention and progression.

Lincolnshire Police are actively involved in “Local Action Groups” which have been set up to address the issues people with learning disabilities face in their local community. We are also actively involved in countywide joint agency mental health groups and the Police’s regional mental health group, which has been set up to share experiences and best practice around working with people with mental health conditions.

Lincolnshire Police has adopted the social model of disability which means that we recognise that disabled people are sometimes put into a position of disadvantage not because of their impairment or medical condition, but more often because of other people’s attitudes or environmental barriers. In line with our general duty to promote positive attitudes towards disabled people we will promote a positive image and attitude towards disabled people.

#### **4.5 Gender**

The Equality Act 2006 created the gender equality duty and amended the Sex Discrimination Act 1975. It placed a statutory responsibility to eliminate unlawful discrimination and harassment and to promote equality of opportunity between men and women.

Under the new duty, the Force must have “due regard” in everything that we do to:

- Promote equality of opportunity between men and women
- Eliminate unlawful discrimination
- Eliminate unlawful harassment

There were also specific duties to publish a Gender Equality Scheme to set out how we would meet the general and specific duties of the Act.

These included identifying policies and procedures that were relevant to the general duty, assessing and monitoring their impact and publishing the results.

The action plan included gender monitoring of the impact of HR systems and processes on staff in post, applicants for employment, and people leaving the employment of Lincolnshire Police.

Although there have been legal rights to equality, gender inequality still exists and policies and practices can have different effects on men and women.

A main part of the legislation requires that we monitor the way that our policies and procedures affect men and women and ensure that this does not create inequality.

All aspects of recruitment, retention, and progression are monitored as part of our Equality Monitoring Report.

The scheme will focus on achieving those outcomes that have been identified, through consultation, as having an unequal effect on a person because of their gender.

Ongoing activities and outstanding actions have been included in this Equality Scheme action plan. The action plan will continue to be monitored and the outcomes measured.

We will continue to assess and monitor the impact of policies and procedures so that lessons can be learnt and policy changes made where necessary.

The Lincolnshire Police Gender Equality Scheme and action plan was published in April 2007.

### **Transgender**

Since April 2007, the gender equality duties have required public authorities to have due regard to the need to eliminate discrimination and harassment on grounds of gender reassignment in the fields of employment and vocational training (including further and higher education). The Equal Opportunities Commission (EOC, from which the Equality and Human Rights Commission took over in October 2007) published guidance about how the gender equality duty applies in the area of employment and vocational training to transsexual staff.<sup>1</sup>

Since April 2008, the scope of the gender equality duty has been extended to further require public authorities to have due regard to the need to eliminate discrimination and harassment on grounds of gender reassignment in the provision of goods, facilities and services.

The Human Rights Act 1998 also places obligations on public authorities like Lincolnshire Police to take proactive steps to protect and respect fundamental values of fairness, respect, equality, dignity and autonomy for all their service users, including trans people and their families.<sup>2</sup>

Under the Equality Bill (for which some measures are due to come into force in Oct 2010)<sup>1</sup> It is proposed that definitions of gender reassignment are broadened and that indirect discrimination will be included in the bill.<sup>2</sup>

---

<sup>1</sup> EOC (February 2007) 'Meeting the Gender Duty for Transsexual Staff', available at: [http://www.equalityhumanrights.com/uploaded\\_files/PSD/20\\_meeting\\_the\\_gender\\_duty\\_for\\_transsexual\\_staff.doc](http://www.equalityhumanrights.com/uploaded_files/PSD/20_meeting_the_gender_duty_for_transsexual_staff.doc)

<sup>2</sup> Provision of goods, facilities and services to trans people: Guidance for public authorities: meeting your equality duties and human rights obligations <http://www.equalityhumanrights.com>

The schemes action plan incorporate some of the recommendations and addresses the findings of the Equality and Human Rights Commissions Trans Research Review and the commissions Guidance for Public authorities on the provision of goods, facilities and services to trans people.

Lincolnshire Police will also be working with local transgender support groups to make sure that we are addressing issues faced by people at a local level.

Ongoing actions from the Gender Equality Scheme have been included in the action plan for this combined Equality scheme.

Our objectives around Gender are to :

- Gather and use information on how our policies and functions impact on our workforce and the delivery of our services in respect of gender equality;
- Consult and take account of information which our stakeholders such as ,develop our gender equality objectives;
- Promote gender equality through impact assessing all our policies, functions and procedures so that we identify any negative impact which need addressing or evidences the need for positive action;
- Work with our partners and contractors to promote gender equality;
- Assist and support our employees in encouraging community members and employees to report gender hate incidents;
- Adapt our consultation and communication strategies so that we ensure that we are engaging women and men from all groups to participate in shaping our services;
- Undertake an equal pay audit and act on any issues identified;
- To have women and men which are represented at all levels of the workforce and across all services;
- All incidents of sexual harassment will be promptly acted upon and policies and procedures are adhered to;
- Promote flexible working and offer alternative working arrangements such as part time or job share opportunities which enable our employees, especially those with caring responsibilities, to have active employment.
- For trans men and trans women to be supported and be free from discrimination, harassment and bullying.

#### **4.7 Duty to Promote**

The Police and Justice Act 2006 placed a new duty on the Police Service to promote equality and diversity between and within communities and this Equality Scheme will ensure that this requirement is met.

## 4.8 The Equality Bill

The Equality Bill was introduced to the House of Commons in April 2009 and is expected to receive Royal Assent in summer 2010.

This Bill will replace the complex laws for equality that we currently have. It will include a requirement for the Force to consider the needs of all diverse groups of people and to ensure a fair service to everyone.

The Bill includes a new requirement, to take account of, and address, the needs of those who are at a socio-economic disadvantage.

The majority of the Bill will come into force in Autumn 2010, with the duty to take account of any needs arising out of a person's socio-economic background, coming into force in 2011.

The diverse groups will be extended from race, gender and disability to also include age, sexual orientation, religion or belief, pregnancy and maternity, and gender reassignment.

1+2 Equality Bill Impact Assessment: [http://www.Equality.gov.uk/equality\\_bill.aspx](http://www.Equality.gov.uk/equality_bill.aspx)

The requirements of the Bill will be included in the Equality Action Plan and will have specific implications for:

- Procurement - The Bill describes how procurement can be used to drive equality; in particular to make it easier for small and medium sized businesses to compete for contacts
- Reporting annual details of:
  - any gender pay gap
  - our ethnic minority employment rate and
  - our disability employment rate
- Positive Action – current proposals are for the Bill to expand the way that we can use positive action to select someone from an under-represented group, when making a choice between two equally suitable candidates. Positive discrimination will still be unlawful and there will be no employment quotas  

Positive action will be extended to the delivery of services to meet the particular needs of disadvantaged groups. For example providing dedicated services for deaf people such as Textphone numbers and information leaflets developed in partnership with Deafincs.
- Employment Tribunals – ensuring that the recommendations of any employment tribunal on discrimination are used to revise Equality policies
- Public duties to reduce socio – economic inequality

“Disadvantage does not just come from your gender or ethnicity; your sexual orientation or your disability; your age or your religion or belief. Overarching and interwoven with these is the persistent inequality of social class – your family background or where you were born” Harriet Harman QC MP

While there is good work going on at every level of public bodies to address socio-economic inequality central government want to make addressing socio-economic inequality a “strategic imperative” and put it at the heart of public services.

This is why clause one of the Equality Bill (which is expected to come into force in April 2011) contains a new legal duty on key public bodies to consider how they will tackle disadvantages people face because of their socio – economic status.

This clause of the Bill requires key public bodies, when taking strategic decisions, to have due regard to the need to reduce the inequality of outcomes that result from socio-economic disadvantage.

One of the key actions on this Equality Schemes action plan will be to look how we can do this as a police service.

This Equality Scheme will be continually reviewed to make sure that it reflects all new legislation and best practice.

## 5. 0 National Impacts

### 5.1. Association of Chief Police Officers' Equality, Diversity, and Human Rights Strategy

This draft strategy is currently the subject of consultation and is due to be adopted in early 2010. It will be aligned to the Equality Standard for the Police Service being developed by the National Police Improvement Agency (NPIA).

This document recognises that progress on equality issues so far has been piecemeal and reactive to individual legislation covering separate aspects of diversity.

This has resulted in actions that have been more about collecting data and meeting targets than changing policies and processes. and focussing on changing outcomes.

The aim of the strategy is to provide the service with a framework for equality schemes and action plans that will put fairness, respect, equality and dignity at the heart of everything that we do.

The strategy describes a vision of:

**“A police service with the trust and confidence of all communities and a service that reflects the communities that it serves.”**

The aims of the strategy are to:

- Build trust and confidence
- Develop a service that reflects the community
- Create an inclusive culture that respects diversity
- Develop a responsive customer service
- Improve effectiveness and efficiency

There are three themes to the strategy to ensure that it becomes embedded across the service:

**Operational Delivery** – services that are accessible and responsive to the needs of the community.

There will be clear standards for the service, with priorities that reflect the specific concerns of communities, with high levels of confidence and victim satisfaction across all strands of diversity.

**People and Culture** – an inclusive and supportive environment that encourages development and progression of all staff.

There will be a culture of value and respect, where people from diverse communities choose to work, and long-term recruitment aims are identified and worked towards.

Equality and diversity benefits are promoted, and communities have confidence in the Force.

**Organisational Process** – equality and fairness are embedded into processes and performance management.

There will be confidence that powers are used fairly, backed up by performance information.

Financial planning will take account of Equality issues and resources meet the needs of diverse communities.

Successful delivery will result in the following outcomes:

- Clear standards and accessibility for all

- Local priorities that reflect the concerns of diverse communities
- All groups know what to expect and have high levels of confidence
- There are excellent levels of victim satisfaction
- Staff are valued and respected
- Diverse communities regard the service as the employer of choice
- Leaders are confident in managing a diverse workforce
- Gender pay gaps are addressed

This scheme has been developed to reflect this and will be revised as necessary to further reflect the adopted strategy.

## 5.2. The Equality Standard for the Police Service - NPIA

The Police Service has undergone extensive scrutiny in recent years in response to high profile reviews such as the Lawrence Inquiry, a formal investigation by the Commission for Racial Equality, and the Morris Inquiry.

These have resulted in a series of requirements covering a range of diversity issues, but no cohesive approach to the way that forces deliver their services to meet the diverse needs of people.

Reviews have determined that diversity and equality is still regarded as an 'add-on', focussing on avoiding negative performance measures and reacting to individual legislative requirements, rather than an integrated part of the service in the wider policing context.

The Equality Standard is being developed to reflect best practice. This was at the request of the ACPO Confidence and Practitioner network, and following an NPIA survey of police forces that identified a need for a national standard.

This is being developed by NPIA and has been piloted in eleven forces between April and June 2009.

It is based on the Equality Standard for Local Government and has been tailored specifically for the Police Service.

The standard reduces the levels of bureaucracy currently attached to diversity schemes and standards and focuses on the needs of people rather than particular strands of diversity and outcomes for individuals.

The standard will focus on treating people according to their needs and providing a means of scrutiny and audit for police authorities and HMIC.

The aim of the standard is to integrate equality activity across all business areas.

Whilst the standard looks at service delivery, it is being developed at a strategic level.

The Policing and Crime Bill states that the standard will be used by:

- The Police Service to integrate equality activity and to drive service delivery improvement
- HMIC as part of routine inspections from May 2010
- Police Authorities to set local targets using the standard

And is designed to support the police service in:

- assessing current activity;
- identifying gaps in performance;
- benchmarking progress and sharing best practice; and
- improving performance by delivering positive equality outcomes

The standard will be a continuous improvement performance tool rather than something that a diversity unit would manage. The 22 units of the framework set out a visual journey of improvement.

Each unit has three stages, which allows the police service to assess current performance and plan how to improve.

In a period of limited resources it does not require the police service carry out new tasks but to deliver improved equality outcomes for existing day to day activities.

The Equality Standard identifies that it is about “how we treat people.” It focuses on the following areas and makes a statement under each aim that describes an outcome that will help to achieve that aim.

Lincolnshire Police have undertaken a self assessment against the Baseline level of the Equality Standard and areas for improvement have been built into the action plan for this scheme.

## **6.0 Local Impacts**

### **6.1. Just Lincolnshire**

Partners have worked to establish Single Equality Council for Lincolnshire as a focal point for Equality issues in the County.

The population of the county is changing and the number of older and disabled people in the County is growing.

Whilst there are a range of voluntary groups in the County, these are usually set up as support networks, or providers of services for people who fall into a specific group, rather than promoting equality across the board.

Just Lincolnshire hopes to provide:

- Equality experts able to campaign on equality issues
- A single point of contact for advice
- Advice for businesses to understand their responsibilities
- A one-stop shop for complaints
- Support for work on community cohesion and tension monitoring
- Help with consultation
- Advice on impact assessments
- Training
- Joint agency work around Hate Crime

A board has been set up with member of the voluntary sector, district, county council and Lincolnshire Police to guide the development of the organisation.

It is vital that the members of the steering group are able to represent the interests of all people, rather than their individual interest groups.

It is envisaged that Just Lincolnshire will be able to help us to take an independent view of the effect of our policies on different groups, as well as providing expert advice on Equality issues for all partners.

### **6.2. Partners**

Lincolnshire Police is a partner in delivering the Sustainable Communities Strategy for Lincolnshire from 2009 to 2030.

Part of the achievement of the vision of the strategy and the delivery plan of the Local Area Agreement to 2011, "Helping us Shape Tomorrow's Lincolnshire Today", will be vibrant communities that get on well and respect each other, and are treated with dignity.

We will work with other partners to "promote social cohesion" and "improve the quality of life for local people."

National indicators measuring:

- the number of people from different backgrounds that get on well together
- the number of people who feel that they can influence local decisions,

will be used to show how successful the partners have been in working together to change outcomes for the people and communities in Lincolnshire.

## 7.0 The Lincolnshire Picture

The demographic makeup of the County is changing and will have an effect on the demands placed upon our service delivery.

Population numbers have been growing at a faster rate than in any other county in the country, having risen by over 11% in the last decade.<sup>2</sup>

The most comprehensive look at the ethnicity of the people in the County is the 2001 census, as this was a count of people in the County on a particular date, according to people's own categorisation.

The census showed that 98.7% of people in the county at that time were white, with 0.49% being of mixed ethnicity, 0.39% Asian, 0.17% black, and 0.3% Chinese.

However, recent economic migration from Portugal, Poland and the Eastern European Countries, means that official figures are sketchy and out of date.

Whilst economic migration to the county<sup>3</sup> is continuing at a current rate of around 7,000 people a year, the rate is falling in most of the County, with the exception of Boston and South Holland.

There is evidence that this is due to the numbers of migrant workers that are returning to their native country where wages and standards of living have risen.<sup>4</sup>

We do not have any firm evidence of where migrant workers are currently living. Population information for the neighbourhood profiles is based on the 2001 census and on applications for national insurance numbers. In most cases this gives an estimate to 2007.

Up until the last decade, there were relatively low numbers of ethnic minorities and foreign nationals living and working in the County with local people unaccustomed to other cultures.

Migration of foreign nationals to the County to work in agriculture and the service industry has changed this over the last decade, particularly since 2004 with the accession of Eastern European countries to the EU.

In some parts of the county, such as Boston, up to 8% of the population are believed to be from Portugal.

Of the top ten districts in the country for migration, three (West Lindsey, East Lindsey and South Holland) are in Lincolnshire. The majority of current national insurance registrations are from Poland, Lithuania, and Latvia.

However, national work applications to the UK are now falling to their lowest since 2004 for all countries, especially Poland.<sup>5</sup>

Whilst the numbers of migrants from Portugal is falling, those who are currently moving into the area are the parents and grandparents of those who have previously settled here. International migrants are now starting families and in Boston over 19% of births were to women born outside the UK.<sup>6</sup>

In Districts with a higher in-migration rate, 1 in 5 residents tend to think that people from different backgrounds do not get on well together.<sup>7</sup>

---

<sup>2</sup> Population patterns in Lincolnshire – Lincolnshire Research Observatory

<sup>3</sup> Population trends 2008 ONS

<sup>4</sup> [IPPR – Migrant Worker Availability in the East of England](#)

<sup>5</sup> Immigration and Asylum Statistics May 2009

<sup>6</sup> Population trends Autumn 2008, ONS

<sup>7</sup> Lincolnshire County Council, General User Survey 2006/7

The overall population of the County is also ageing as older people move here to retire. By 2011, over a quarter of the population of East Lindsey is projected to be 65 and over, with only slightly lower proportions for South Holland and Boston.

However, this is not the case in Lincoln, where university and college students keep the average age in the city down, having the lowest proportion of over 65s in the County.

The tourism season sees a high level of temporary visitors to the east coast, particularly to Skegness in the summer months. The highest proportion of visitors is from the rest of the East Midlands, Yorkshire and the South East.<sup>8</sup>

In the 2001 census 125,000 people, 19% of the population in Lincolnshire identified themselves as having a limiting long-term illness and nearly 44% of these people are of working age.

There is no data on the number of people who are lesbian, gay, bisexual, or transgender, but both Stonewall and HM Treasury estimate this to be 8% of the population.

---

<sup>8</sup> Lincolnshire Tourism

## **8.0 Diversity Leadership**

The Assistant Chief Constable (Safer Neighbourhoods) is the diversity champion for Lincolnshire Police, chairing the Strategic Diversity Group, ensuring that action plans are developed and acted upon, and that monitoring of the impact of policies and procedures on different groups takes place.

### **8.1. Strategic Diversity Group Terms of Reference**

The Strategic Diversity Group meets every 3 months:

- To ensure that Lincolnshire Police meets its statutory responsibilities under all relevant anti-discrimination legislation; and to monitor Lincolnshire Police's response to this legislation
- To provide governance and scrutiny of the strategic direction and impact of the Lincolnshire Police Equality Scheme
- To support and advise on the implementation and progress of the Equality Scheme with its associated actions and standards
- To review and monitor and delivery of the Equality Scheme and to hold leaders to account for its progression
- To consider and advise on the Equality and diversity implications of major policy proposals and initiatives
- To consider areas of diversity where new or improved performance monitoring is required
- To co-ordinate action on issues arising from relevant reviews e.g. Lawrence Report, HMIC Thematic etc
- To identify risks and issues and ensure that these are acted upon
- To act as a champion for diversity and equality issues within Lincolnshire Police and to provide support for those taking forward this agenda whilst acting to address organisational inhibitors
- To engage internal and external stakeholders in shaping the agenda and provide an opportunity for challenge

The Strategic Diversity Group is attended by the heads of all departments, HR Strategy Officer, Corporate Communications Manager, Staff Association representatives and the Public Service and Engagement Manager.

The Equality and Diversity Officer manages the scheme and the action plan, and reports progress to the Strategic Diversity Group and to the Police Authority via the Human Resources Committee.

## **9.0 Policies and Procedures**

Each of the relevant Acts requires us to have “due regard” to promoting equality in everything that we do. This is not only looking at our policies to assess where they may have a negative impact, but also looking at where we may be able to use policies, procedures and activities to promote Equality issues within the community.

### **9.1. Policies and Procedures – relevance screening.**

Equality assessments have been carried out on policies under the equality schemes covered by specific legislation relating to race, gender and disability.

Under this combined equality scheme, it is vital that all of the strands of diversity are treated equally and that impact assessments are carried out across all areas, a key action for this schemes action plan is to review our Impact assessment framework to make sure it is up to date and relevant to this scheme.

To this end, the compliance pack from the development of regional policies has been adopted and will be completed by policy authors. Guidance and instructions for commissioning, writing and assessing policies is found on the Lincolnshire Police’s intranet.

The equality impact assessment is used to make sure that our policies and procedures have due regard to people’s diverse needs. The assessment also ensures that our policies and activities do not adversely affect a particular group of people, and that opportunities to achieve positive impacts are not lost.

### **9.2 Assessing the likely impact**

It is vital that we are aware of any likelihood of an adverse effect of any of our policies on a particular group of people.

The specific duties of the Race Relations Amendment Act 2000, the Disability Discrimination Act 2005 and the Equality Act 2006 require us to set out how we will assess our policies and procedures for their likely impact.

The assessment makes sure that policies and processes are written with due regard for Equality issues and the effects on different people.

The assessment requires us to develop monitoring arrangements so that we can measure effects and impacts, and also to involve and consult with partners and communities.

When there is a negative effect, there is an opportunity to take action or change the policy or the way that it is delivered.

When there is an opportunity for a positive effect, assessing the impact means that we are in a better position to take this into account. By undertaking Equality Impact Assessments we are able to:

- Systematically assess how our existing and proposed policies, functions or procedures are impacting on different groups of people;
- Identify any potential or current inequalities so that the services and working practices we adopt result in fair outcomes for all;
- Develop our policies and procedures with the needs of our customers and employees at the forefront;
- Use a range of feedback methods and consultation to build more community led policies that build on people’s experience of accessing our services;
- Review how existing policies are working in practice and consider alternative methods to delivering the same service.

(see the Impact Assessment Form, Appendix ...)

The results of key strategic impact assessments are reported to the Strategic Diversity group for ratification. For more information about our Equality Impact Assessment work programme or to view our completed assessments, please visit our website

[www.lincs.police.uk](http://www.lincs.police.uk)

### **9.3 Monitoring**

The impact assessments will identify possible adverse impacts of policies and also where there is an opportunity for positive impacts.

Only through monitoring the effects of the policy or procedure are we able to tell if the impact has been as expected.

It is vital that policies are monitored so that we know the impact, are able to make any necessary adjustments, and learn lessons.

The owner of each policy is responsible for determining monitoring arrangements and making sure that they are carried out.

In those cases where an adverse effect has been identified through the assessment procedure and cannot be avoided, we will make sure that any adverse impact is kept to a minimum.

## **10.0 Consultation**

### **10.1. Policies**

The people who could be affected by individual policies should be involved and consulted to make sure that their views are taken into account and their expertise used to develop quality policies.

Policy owners will identify where the delivery of the policy can be developed and assessed with the help of partners and stakeholders.

Policy owners will also identify the most appropriate consultees for a policy and the impact assessment will look at the level of consultation to ensure that it is suitable.

In all cases, the policy will be the subject of consultation with staff associations and interest groups, and where appropriate the Independent Advisory Groups.

When the policy has been deemed as having low relevance, formal consultation with partners and stakeholders is not necessary.

### **10.2. Independent Advisory Groups**

The Police Authority has a range of Independent Advisory Groups (IAGs) who get together to give a view on issues and policies.

The IAGs are consulted on all policies as they develop and the policy owner takes on board their views and comments.

Lincolnshire Police are currently undertaking a review of the counties IAG's and possible roles for the groups the results of the review and view of its members will be built into this scheme action plan.

### **10.3. The Scheme**

There is a requirement to consult on individual Equality schemes within the legislation that covers race, gender and disability.

However we have we don't just want to fulfil our legal duties but have a genuine desire to work with our community to find out what is important to them. That is why we encourage and welcome local people, partners and local groups to comment and make suggestions on this combined scheme.

As well as comments and suggestions from individuals in the community we will also consult:

- Association of Chief Police Officers
- Association of Police Authorities.
- Police Authority Members
- Black Police Association
- Association of Women Police
- Unison
- Police Federation
- Local Disability Groups
- Independent Advisory Groups
- Superintendents Association
- Transgender Support Groups
- Just Lincolnshire

- LGBT community group
- Faith groups in Lincolnshire
- Partners of Lincolnshire Police

This list is not exhaustive and comments / suggestion are encouraged from all members of the community to the Equality and Diversity Officer.

### **Equality and Diversity Officer**

Lincolnshire Police has cemented its commitment to Equality and Diversity by recruiting an Equality and Diversity Officer to oversee this area of work.

The Equality and Diversity Officer works under the general direction of Chief Inspector Pearce in Criminal Justice and Partnerships to ensure that Lincolnshire Police delivers services that are underpinned by policies, procedures, and working practices that meet legislative requirements and improve outcomes for ALL Citizens in Lincolnshire.

This is to be done by raising awareness of equality and diversity issues, disseminating good practice and providing support to individual service areas, divisions and units so that they can take ownership of, their own equality issues.

The Equality and Diversity Officer also co-ordinates and leads on the achievement of Lincolnshire Police's commitment to the Equality Standard for the Police Service.

Other work includes:

- Ensuring that the equality and diversity agenda is in all policy development
- Updating Lincolnshire Police on developments around Diversity Policy and legislative requirements around equality and diversity
- Supporting the Strategic Diversity Group
- Developing, nurturing links, and supporting diversity groups in the community and voluntary sector.
- The development of this equality scheme which will include any gaps we have from our self assessment on the Equality Standard, and actions to address issues and improve satisfaction and confidence identified by staff and members of the public.

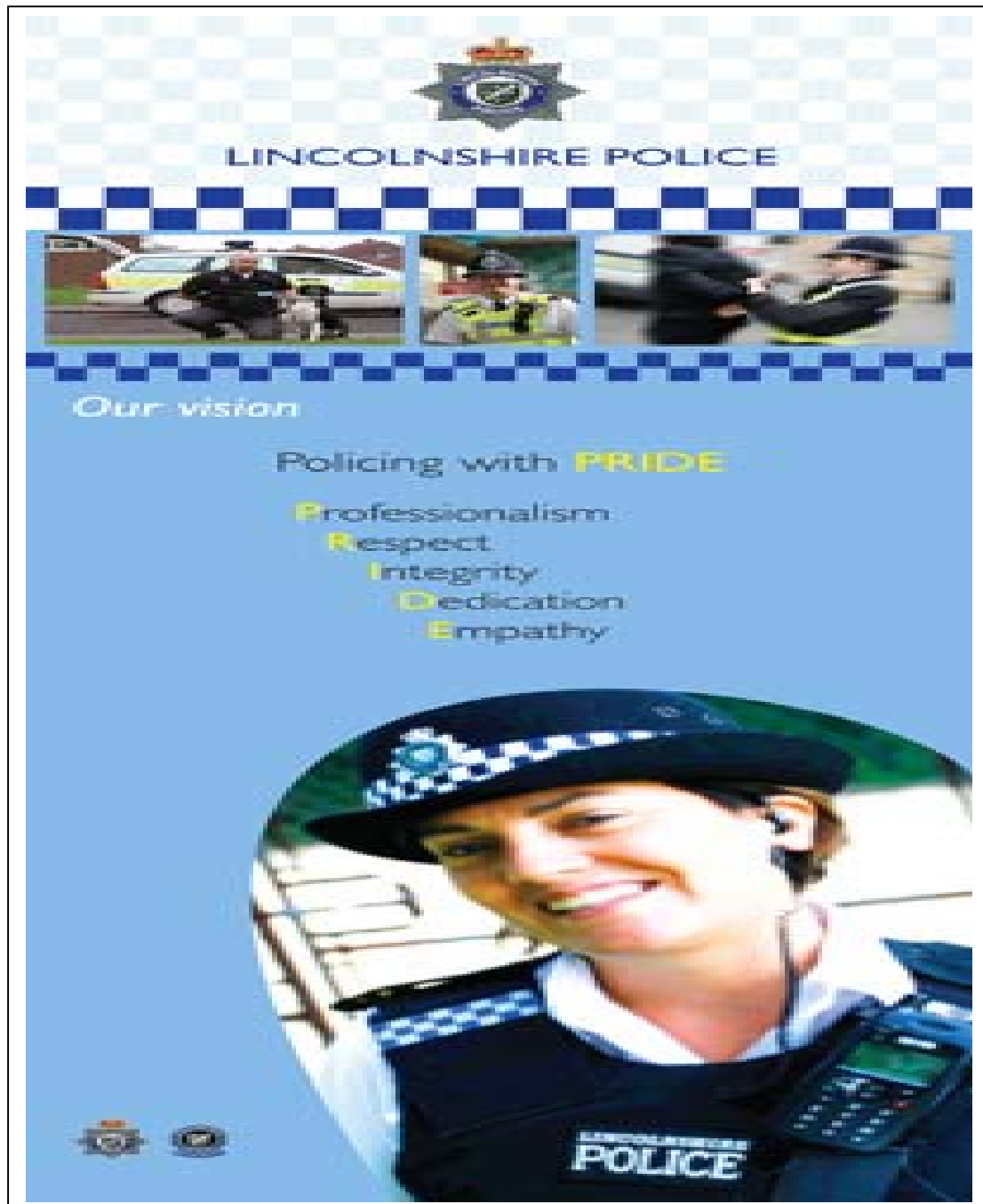
You can contact the Equality and Diversity Officer by:

Equality and Diversity Officer  
 Criminal Justice and Partnerships  
 Lincolnshire Police Headquarters  
 PO Box 999  
 Lincoln  
 LN5 7PH  
 Email: [Melanie.cowell@lincs.pnn.police.uk](mailto:Melanie.cowell@lincs.pnn.police.uk)

Telephone: 01522 558050  
 Text / Mobile: 07799751338  
 Minicom: 01522 558523

## 11.0 Policies and Standards.

### 11.1 PRIDE



The poster features the Lincolnshire Police crest at the top center, set against a blue and white checkered background. Below the crest, the text "LINCOLNSHIRE POLICE" is displayed in a bold, blue, sans-serif font. A horizontal band of blue and white checkered squares separates the header from three small, square photographs: a police officer kneeling next to a yellow car, a police officer in a high-visibility vest, and two police officers in uniform. Below these images, the text "Our vision" is written in a light blue, italicized font. The central theme, "Policing with PRIDE", is written in a bold, blue font, with "PRIDE" in a larger, yellow font. Below this, the five pillars of the PRIDE scheme are listed in a blue font, each preceded by a yellow letter: Professionalism, Respect, Integrity, Dedication, and Empathy. The bottom half of the poster is dominated by a large, circular photograph of a smiling female police officer in uniform, wearing a black beret with a checkered band and a black vest with "LINCOLNSHIRE POLICE" written on it. In the bottom left corner, there are two small circular logos: the Lincolnshire Police crest and the Equality Scheme logo.

## 11.2 Hate Crime

Lincolnshire Police have two Hate Crime policies – one aimed at dealing with harassment, discrimination and crimes that are committed against people because of their race, disability etc.

The other is aimed internally at staff and officers and their treatment of each other and the public.

The policies stress the standards that are important to Lincolnshire Police. The aims are:

- To ensure that no-one is treated less favourably because of their race, age, gender, disability, religion or belief, sexual orientation or transgender position
- To ensure that all members of Lincolnshire Police are proactively supporting the principles of equality of opportunity, dignity and fairness in the work place, and professionalism and integrity in all our activities
- To instil confidence in police officers, police staff, volunteers, and those under contract to Lincolnshire Police so that they feel able to report Hate Crime or Hate Incidents or any other issue that offends them due to their age, gender, disability, religion or belief, sexual orientation, or transgender position
- To eliminate unlawful discrimination within the working environment
- To ensure that Lincolnshire Police staff continually demonstrate values and behaviours inline with the Force Leadership and Staff Charters, and PRIDE
- To formalise operational procedures throughout Lincolnshire Police in relation to tackling Hate crime / Hate incidents effectively
- To ensure that all matters covered by this policy are dealt with in a professional and consistent manner, in accordance with any relevant Force policy and/or the Professional Standards of Behaviour for Police Officers/Discipline Code for Police Staff
- To robustly investigate all hate related matters, previously outlined within this policy, in order to reduce the level of offending and prevent further offences
- To deal with all matters covered by this policy sensitively, effectively, efficiently and with professionalism. It is also the duty of police officers and staff to report inappropriate comments and/or behaviour to a line manager or senior officer immediately
- To provide a victim focussed response to any such incidents
- To learn lessons from the investigation of such complaints, to improve procedures and professional standards
- To send a message of support to complainants

Harassment, based on prejudice because of race, age, disability, gender, sexuality and faith is treated as a hate crime.

Our approach is that if anyone, whether the victim or not, perceives something to be harassment based on prejudice, then it is treated as such.

We have comprehensive hate crime procedures that define what is required of our staff and the service that should be provided.

However we are working with individuals and partners in the community to improve our approach to Hate Crime and have prioritised the development of a countywide Hate Crime Strategy for Lincolnshire for this year.

### **11.3 Professional Standards**

The Professional Standards Unit is responsible for investigating complaints made against the Police Service. The Unit will monitor the effect that the complaints policy has had on individual groups and take into account any lessons learnt.

The Unit is also responsible for upholding the standards and behaviour that Lincolnshire Police expects from its staff and officers through PRIDE.

Lincolnshire Police has a professional standards policy which states that our Police Officers will act with fairness and impartiality and will not discriminate unlawfully or unfairly.

The policy states that officers will carry out their duties with fairness and impartiality in accordance with current legislation, and Human Rights.

Officers will respect all individuals and their traditions, beliefs, and lifestyles and will not discriminate unlawfully or unfairly when exercising their duty or discretion.

Officers will also pay regard to the need to eliminate unlawful discrimination and to promote equality of opportunity and good relations between people of different groups.

### **11.4 Complaints**

The way that we deal with complaints that are made to us about a decision that we have made, or the actions or behaviour of an officer or member of staff says much about the culture of our organisation and what is acceptable.

Lincolnshire Police has policies on dealing with Direction and Control Complaints, and a Professional Standards Complaints and Misconduct policy.

These have been written to make sure that our officers and staff are able to make a complaint about the unacceptable behaviour of a colleague and that members of the public are able to complain about a policing decision that has been taken.

All aspects of complaints, from the diversity needs of the complainant and the person complained about, will be collected and monitored to make sure that diversity issues are addressed and that no discrimination is experienced in the way that complaints are determined.

The Independent Police Complaints Commission (IPCC) is an independent body that was set up following the Stephen Lawrence inquiry report into racial discrimination.

The aim of the IPCC is to raise standards and learn from mistakes and to increase public confidence in the complaints system, particularly in the case of alleged discriminatory behaviour.

We ensure that the lessons to be learnt from all complaints investigations are taken into account and included in any policies and processes.

## **12.0 Training**

### **12.1. Policy Impact Assessments**

Training has been delivered to all staff who own policies and have a responsibility to develop monitoring arrangements or carry out impact assessments.

There is also an intranet link to guidance and the templates for the assessments. The templates themselves are a series of questions to be answered in order to complete the impact assessments.

### **12.2. Induction and PRDLDP**

Induction training given to all staff and officers includes an initial two-day introduction to the requirements of the Race Relations (Amendment) Act and the Disability Discrimination Act 2005.

The Force has a Race and Diversity Strategy that incorporates training under the Police Race and Diversity Learning and Development Programme.

This is underpinned by the assessment of competence through the Performance Development Review and assessment against National Occupational Standards to promote equality and value diversity.

The Police Race and Diversity Learning and Development Programme (PRDLDP) is a national strategy to improve the race and diversity performance of all forces.

This programme delivers improvement in police operational performance. In particular, in the following areas:

- Increased and improved interaction with diverse communities to support the development of a citizen-focused, community based police service
- Increased trust and confidence in the police leading to better intelligence and information received from the public
- Improvements in divisional and Force performance on race and diversity issues in areas of service delivery and in-service equality
- Improved recruitment/retention of officers/staff from under-represented groups
- Improving the organisational culture and practices to eliminate discrimination and establish an ethos of fair treatment for all
- An achieved level of competence that can be readily assessed

By 31 December 2009 all Lincolnshire Police officers and staff will have been assessed and will be competent against the set national standard of race and diversity performance.

Priority action for training on diversity issues have been focussed on:

- Developing the skills needed to make sure that our service develops community relations and engages with minority groups
- Introducing positive action training and development initiatives
- Making sure that training takes into account individual and operational needs through the Performance Development Review (PDR) process
- Ensuring that all training reflects the Force commitment to addressing diversity issues

Lincolnshire Police are undertaking an evaluation of the PRDLDP process and any recommendations which come from this review will be built into the action plan for this scheme.

### **13.0 Communications, Marketing and Engagement**

A new communications strategy is being developed to meet the needs of diverse groups of people in the County and make sure that we are able to meet their communication needs.

An engagement strategy has also been developed to make sure that we are able to engage with those people who are hard to reach and who do not naturally engage with the Police and public authorities. ([Link](#))

## 14.0 Procurement

The obligation for Lincolnshire Police to promote the general duties under the individual areas of legislation means that we must ensure that our procurement activities and processes support this duty.

Lincolnshire Police originally developed and have used documentation in areas of the Procurement process and have more recently in conjunction with the region and led by Leicestershire Constabulary produced a much more comprehensive suite of documents embracing and incorporating Equality and Diversity requirements into the Procurement activity and process. These documents will be promoted within Lincolnshire Police (and externally as appropriate) to make sure everyone purchasing goods/works and services (including Contractors and Suppliers who supply same) understands the importance of Equality and Diversity considerations in the procurement activity and process.

We will therefore, commensurate with the requirement:

- Ensure that our Contractors and Suppliers share and support the equality duties
- Ensure that equality is taken into account when purchasing goods, works and services at all levels in the Police Service.
- Ensure that equality is included in tender documentation/ terms and conditions etc as appropriate
- Ensure that our Contracts are as appropriate, managed and monitored
- Ensure that control and monitoring measures are put into effect where necessary to make sure that this happens
- Train all appropriate staff who are involved in purchasing goods, works and services and/or managing Contracts to ensure they embrace and take into account the requirements of Equality and Diversity that affect and are required to be addressed in terms of the Procurement activity/process

## 15.0 Equality in Recruitment

Positive action allows us to encourage those from under-represented groups to apply to the Police **Service**. Lincolnshire Police is committed to encouraging women, people from ethnic minorities, the disabled and those from gay and lesbian communities to apply for positions at Lincolnshire Police, so that we are representative of our community.

Positive action makes it easier for people from under-represented groups to take advantages of opportunities to work for Lincolnshire Police. Positive action is not positive discrimination, it involves giving encouragement to apply and providing mentoring and support networks to help people to meet their needs.

It is not a 'fast track' system or a way of treating applications differently. Recruitment is open to all and each application is treated strictly on merit.

We have carried out a range of positive action initiatives including:

- Recruitment seminars targeting under-represented groups
- Positive action flyers targeted to minority communities promoting Lincolnshire Police as an employer
- Expressions of interest for certain posts from under-represented groups

The National Police Improvement Agency (NPIA) People Strategy for Policing in England and Wales 2008 to 2013 determines that the right number and mix of officers and staff for the Force is as vital as high standards and consistency of service.

The strategy is described as "a coherent strategy to manage 80% of the resources to best effect."<sup>9</sup>

The NPIA will develop a ten-year workforce plan that will meet the needs of the Policing and Crime Bill, for the establishment of improved strategic planning to improve workforce resilience and capacity.

This will define numbers; roles and structures at all levels from BCU to national, and will develop a national workforce that will be able to respond to social, demographic, and economic changes. It will also reflect the local diverse population and command the confidence of the communities themselves.

The NPIA will also develop selection and promotion frameworks and processes that will allow for a more diverse mix of the most able officers and staff to be identified, selected and promoted to senior roles.

*"We need to identify barriers to women and minority groups and address these so that we get more diversity in its widest sense into leadership positions within the Police Service". Julie Spence, QPM. CC of Cambridgeshire Police.*

Where the service does not reflect the population, this has an adverse effect on level of public trust and confidence in the different sections of the community.

National initiatives and strategies have helped to address the under-representation of black and minority ethnic people and improve training through the national roll out of the Police Race and Diversity Learning and Development programme.

This has been successful in the recruitment of PCSOs, where a more representative workforce exists to work in highly visible neighbourhood roles.

---

<sup>9</sup> A People Strategy for Policing in England and Wales 2008 – 2013.

Through our People Strategy we aim to develop an environment that attracts quality staff so that we can recruit, develop and retain the best people to allow us to achieve our strategic aim of building the trust and confidence of all of our communities.

We use the Disability 'two ticks' symbol showing that we take positive steps to employ disabled people, and meet five commitments to the employment, retention, training and career development of disabled employees.

We publish equality monitoring data each year that indicates whether our policies are having the required effect and part of this monitoring is the employment monitoring data.

In a recent staff survey, the results, when divided amongst minority groups, showed that disabled employees had a lower level of satisfaction in the Force, than their colleagues.

Lincolnshire Police will develop an action plan to address any issues that have been identified.

## Our Monitoring Framework

We are undertaking a review of our performance management framework and critically evaluating how we are monitoring our progress against our equality objectives. We have identified a set of core work areas, which we will use to evaluate our progress both at a corporate and service level. Our core work areas include:

- a) The Equality Standard for the Police Service;
- b) Equality Impact Assessments;
- c) PRIDE;
- d) Strategic Diversity Board;
- e) Service Improvement Board
- f) Service Business Plans.

It is essential that our monitoring framework provides us with the evidence that: supports our commitment; shows we are undertaking our statutory duties; and, scrutinises our delivery of our equality and diversity action plan (Appendix II). We recognise that the results we publish must be transparent and Lincolnshire police has developed a rigorous approach so that we are accountable to our community, employees, partners Diversity and voluntary groups.